

ORMIT
DEVELOPING MANAGEMENT



DEDICATED

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ORMIT. DEDICATED TO MAKING THE MOST OF YOUR TALENT.

We are convinced that the quality of management today - and in the future - is the critical success factor for organisations. In a turbulent environment, leaders and managers face increasingly greater demands. For a company to continue its success, it must be able to attract talented managers and develop the management skills of those already employed.

With our extensive expertise in developing management effectively, we can justifiably claim to be *the* management development specialist. Our many years' experience form the basis of the ORMIT Management Development Programmes, including the Multi-Company and the Incompany Programme. Through such initiatives, organisations are able to place ORMIT employees on all sorts of interim and project management projects, and offer participants employment afterwards.

We also focus on developing managers within an organisation and implementing management development through our tailored MD Programme.

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MULTI-COMPANY PROGRAMME

This two-year programme targets young graduates with between zero and three years' work experience who have the potential to develop quickly into a management role.

We carry out a thorough assessment to select driven and talented graduates who demonstrate management ambitions and qualities. As well as implementing projects for various participants within the ORMIT network, the management trainee follows an intensive programme of training, individual coaching and peer group coaching. This integrated approach allows the trainee to develop both personally and professionally over a two-year period, to become a senior manager of the future.

The Multi-Company Programme provides you with driven, results-oriented, people-focused managers who you may employ after a two-year period without incurring an extra fee. Hundreds of managers are now employed within the participants' network, working in a variety of line management, project management and consultancy roles. You too can become part of this network of leading organisations.

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INCOMPANY PROGRAMME

This programme focuses on attracting the (potential) managers your company needs.

Within the Incompany Programme, we recruit and select employees using the profile you define. Throughout the programme, participants work within your company implementing various projects and working in different roles. ORMIT manages and develops participants intensively with individual on-the-job coaching, training and peer group coaching.

This integrated approach, which is led by the company's specific objectives, ensures the optimal development of (potential) managers on both a professional and personal level.

The Incompany Programme means adopting a structured approach to attracting people with the right skills into management positions within your organisation. Throughout the programme, you will have access to flexible, high-quality staff who will be trained to fulfil a specific role within your organisation. After the programme, you may employ the trainee without incurring a fee.

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CUSTOMISED MD PROGRAMMES

In a Customised Management Development (MD) Programme, we focus on developing the managers within your organisation.

Extensive experience in selecting, coaching and developing hundreds of managers forms the basis of our development programmes, as well as our MD and interim MD-management consultancy. The starting point is always your company's ambition, which is translated into the competencies your management needs. We use these competencies to create an MD approach or programme that focuses entirely on developing the management within your organisation.

By the end of the programme, managers will have developed both professionally and personally, leaving them even better equipped to help achieve your company's ambitions.

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ORMIT is *the* management development specialist and works with a considerable number of organisations across various sectors. Founded in 1994, we now have some 250 employees in the Netherlands and Belgium, and are a successful subsidiary of Ordina N.V.

Participants in the ORMIT network include: ABN AMRO, Agis, Akzo Nobel, ANWB, Belastingdienst (the Dutch tax authority), Delta Lloyd, DSM, Equens, Ericsson, Essent, Fortis, GVB, KLM, Nuon, Ohra, Ordina, Philips, Pon, ProRail, Rabobank, RDW, Shell, T-Mobile, TNT, Unilever and USG.

ORMIT is *dedicated*. *Dedicated to making the most of your talent.*

To discover what this could mean for your organisation,
contact ORMIT on +31 (0)30 298 43 00.

Further information is also available at www.ormit.nl.

